

Become a trustee: support offenders in turning their lives around

www.hacro.org.uk

Hertfordshire Association for the Care and Rehabilitation of Offenders (HACRO) is a charity that helps people who have been on the wrong side of the law to turn their lives around. We do this by delivering family support and ex-offender employment programmes – both proven to reduce re-offending. **HACRO now seeks a new trustee with experience in employability/work readiness programmes to support our continued development.**

HACRO was established as a charity in 1974, in 2019-20 HACRO achieved 40-50% growth of programmes, and in '20-21 adapted and continued services during the Covid-19, supported by a strong board of trustees and outstanding cadre of managers, staff and volunteers.

We are particularly keen to hear from people from the BAME community to improve the diversity of the board.

Why become a trustee with HACRO?

The latest estimate for total annual costs of crime in England and Wales for crimes against individuals and businesses is £59 billion. Reoffending rates are 28-30% with consequent costs to individual victims, families, and society.

Our Vision is a world in which everyone on the wrong side of the law has the chance to turn their lives around and lead a life fully contributing to society. Our mission is to offer support for offenders, potential offenders and their families to make positive changes in their lives. We do this by providing a range of education, training and well-being programmes, including:

- employment programme BBO Strive (Building Better Opportunities – Support and Transition Routes into Volunteering and Employment), which helps to rehabilitate previously prolific offenders;
- Work-Ability – a work-readiness programme which provides preparation for work training, vocational courses and builds links to employers;
- the Caring Dads programme which delivers parenting skills to men against whom there have been allegations of domestic abuse; and
- HACRO also runs Visitor Centre at HMP The Mount in Bovingdon, which makes prison visits less stressful for families and children and supports ongoing family contact; and

Purpose of Role:

To ensure that HACRO is run in accordance with its governing document, keeps proper accounts, and is run in accordance with charity law and relevant legislation and operates towards the fulfilment of its mission.

Scope:

HACRO was established as a charity in 1974 and converted to a CIO in 2015. HACRO has a turnover of around £250 p.a., with eight trustees, four full time and four part time employees, approximately 40 volunteers and we also employ sessional staff on projects. HACRO has three core operational activities:

1. Supporting Employment - BBO STRIVE mentors & WorkAbility work readiness training courses.
2. Supporting Families at HMP The Mount through the Visitor Centre.

3. Professional programmes including Caring Dads, a parenting programme for Domestic abuse perpetrators.

Specific Role Responsibilities :

1. To ensure that HACRO complies with its governing document, charity law, company law and any other relevant legislation or regulations.
2. To ensure that HACRO pursues its objects as defined in its governing document.
3. To ensure HACRO applies its resources exclusively in pursuance of its objects (the charity must not spend money on activities which are not included in its objects, no matter how worthwhile or charitable those activities are).
4. To contribute actively to the role of the board of trustees in giving firm strategic direction to HACRO, setting overall policy, defining goals, setting targets and evaluating performance against agreed targets.
5. To safeguard the good name and values of HACRO.
6. To ensure the effective and efficient administration of HACRO.
7. To ensure the financial stability of HACRO.

Personal Attributes for Role :

- Commitment to HACRO, its vision and mission.
- Willingness and enthusiasm to devote the necessary time and effort.
- Personal integrity.
- Strategic vision.
- Good, independent judgement.
- Ability to think creatively.
- Willingness to speak their mind.
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- Ability to work effectively as a member of a team.
- Some experience of charity finance and fundraising would be useful (and appreciated).
- The skills to analyse proposals and examine their financial consequences.
- Willingness to be available to staff for advice and enquiries on an ad hoc basis.

If this sounds like it might be for you please contact the HACRO Chairman, Valerie Beale: valerie@hacro.org.uk.

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